



Retention and Recruitment Stipends

Retention Stipends

Why give retention stipends?

- Thank you for all the staff members that have stayed with Bryan ISD.
- Returning staff adds continuity and stability for students.
- Staff retention is a recommended use of ESSER funds

The Stipend will be 2% of the employee's 2021-2022 annualized base salary.

- Stipend to be paid in September of 2022
- A guarantee of no less than \$1,000 for teachers
- For this stipend, eligible employees are defined as follows:
 - i Completed their work calendar for Bryan ISD for the 2021-2022, and
 - ii Full time (benefit eligible) positions

Additional Retention Stipends

All eligible employees will receive a one-time retention stipend(s) equal to 1% of their annualized base salary to be paid in December 2022 and again in May 2023.

- 1% stipend to be paid in December of 2022
- 1% stipend to be paid in May of 2023
- A guarantee of no less than \$250
- For this stipend, eligible employees are defined as follows:
 - i Full time (benefit eligible) positions

New Teacher Signing Stipend

Teachers hired for the 2022-2023 school year at Bryan ISD, will receive a one time stipend of \$1,000 as a sign-on bonus.

- Stipend to be paid in September of 2022. For those teachers hired after the start of the school year, the stipend will be paid within 30 days
- For this stipend, eligible employees are defined as follows:
 - i Full time (benefit eligible) teaching positions as defined in PEIMS
- Recruitment bonus pay is also a recommended use of ESSER funds



22-23 STIPENDS

Returning Employees

New Teachers

New Employees

September

2%

\$1,000

December

1%

1%

1%

May

1%

1%

1%